

Portsmouth GDP D&D Projected Incumbent Employee's Fringe Benefit Rates

<u>Type of Fringe Benefit Rate</u>	<u>Rate</u>	<u>Allocation Base</u>
Union Fringe Benefit Rate (including Incumbent and newly hired union personnel)	110%	Applied to Total Union Wages
Non-Union Fringe Benefit Rate	50%	Applied to Total Non-Union Wages